DOCUMENT RESUME

ED 440 711 JC 000 344

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TITLE	Changes in Employment: Executive, Administrative and Managerial (EAM), Fall 1995 to Fall 1999. Florida Community College System: Putting Minds To Work.
INSTITUTION	Florida State Board of Community Colleges, Tallahassee.
REPORT NO	FSBCC-DT-18
PUB DATE	2000-03-10
NOTE	19p.
PUB TYPE	Numerical/Quantitative Data (110)
EDRS PRICE	MF01/PC01 Plus Postage.
DESCRIPTORS	Administrator Characteristics; *Administrators; Annual Reports; *Community Colleges; *Diversity (Institutional); *Employment Statistics; Ethnicity; Institutional Research; Personnel Data; Sex; Statewide Planning; Tables (Data); Two Year Colleges
IDENTIFIERS	*Florida Community College System

ABSTRACT

This report contains employment data for executive, administrative, and managerial (EAM) staff in the Florida Community College System (FCCS). EAM includes all persons who exercise primary college-wide responsibility for the management of an institution. Between fall 1995 and fall 1999, the number of EAMs has increased from 515 to 629, a gain of 22 percent. Much of this increase reflects the development and expansion of programs, especially in the area of workforce development. Whites increased from 424 to 502, a gain of eighteen percent. Blacks increased from 67 to 76, a gain of thirteen percent. Hispanics increased from 23 to 44, a gain of ninety-one percent. Minorities increased from 17.7 percent of EAMs in 1995 to 20.2 percent in 1999. During this time, the percentage of females increased thirty-one percent versus sixteen percent for males. Females in 1995 comprised 39.2 percent of EAMs and 42.3 percent in 1999. Contains 8 tables: (1) System totals 1995-1999; (2) Black EAMs; (3) Hispanic EAMs; (4) Other EAMs; (5) White EAMs; (6) Male EAMs; (7) Female EAMs; and (8) Total EAMs. (RDG)

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FLORIDA COMMUNITY COLLEGE SYSTEM

PUTTING MINDS TO WORK

Changes in Employment: Executive, Administrative and Managerial (EAM) Fall 1995 to Fall 1999

Prepared by:

Office of Educational Effectiveness and Research

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FLORIDA COMMUNITY COLLEGE SYSTEM

PUTTING MINDS TO WORK

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Changes in Employment: EAM's Fall 1995 to Fall 1999

The Annual Personnel Report (APR) defines the activity code of Executive, Administrative and Managerial (EAM) as "All persons who exercise primary college-wide responsibility for the management of an institution. Assignments must require the performance of work directly related to management policies and require the incumbent to customarily and regularly exercise discretion, independent judgement, and to direct the work of a major division of college employees and functions." With this level of responsibility, it is important that the demographic composition of this group be representative of all segments of the student body.

Table 1 shows the changes that have occurred in this category from Fall 1995 to Fall 1999. Overall, the number of EAM's has increased from 515 to 629, or twenty-two percent. Much of this increase reflects the increasing diversity of programs offered at all institutions, especially in the area of Workforce Development.

The smallest numerical and percentage change was for blacks. This group increased by nine, from 67 in Fall 1995 to 76 in Fall 1999. This was a change of thirteen percent. Whites had the largest numerical change, going from 424 in Fall 1995 to 502 in Fall 1999, for an increase of eighteen percent. Hispanics had the largest percentage increase at ninety-one. This was based upon a count of 23 in Fall 1995 and 44 in Fall 1999. In Fall 1995, minorities were 17.7% of the EAM category. By Fall 1999, this had increased to 20.2%.

During this time, females increased twice as fast as males. The rate of increase for females was thirty-one percent versus sixteen percent for males. The numerical changes based upon gender were much closer than those based upon ethnicity with females increasing by 63 and males 51. These changes allowed females to increase from 39.2% of the EAM's in Fall 1995 to 42.3% in Fall 1999.

Table 1
System Totals

Category	Fall 1995	Fall 1996	Fall 1997	Fall 1998	Fall 1999	# Change	% Change
Black	67	77	77	76	76	9	13
Hispanic	23	27	34	44	44	21	91
White	424	472	501	478	502	78	18
Female	202	234	267	257	265	63	31
Male	313	347	356	345	364	51	16

All of these changes indicate that the Florida Community College System (FCCS) has maintained its commitment to diversity. While not yet reflective of the student body, the EAM category has made large strides in that direction.

Number of Black College Executive/Administrative/Managerial Employees

College	Fall 1995	Fall 1996	Fall 1997	Fall 1998	Fall 1999	# Change	% Change
Brevard	1	1	1	1	1	0	0%
Broward	3	6	9	9	8	5	167%
Central Florida	8	7	8	1	2	-6	-75%
Chipola	1	1	11	1	1	0	0%
Daytona Beach	3	4	3	2	4	1	33%
Edison	0	0	0	1	2	2	NA
FCCJ	10	11	8	9	8	-2	-20%
Florida Keys	0	0	0	0	0	0	NA
Gulf Coast	0	0	0	0	0	0	NA
Hillsborough	8	8	8	7	5	-3	-38%
Indian River	3	3	3	3	3	0	0%
Lake City	1	0	0	0	0	-1	-100%
Lake-Sumter	0	0	0	0	0	0	NA
Manatee	1	1	1	1	0	-1	-100%
Miami-Dade	10	10	16	14	14	4	40%
North Florida	0	0	0	0	0	0	NA
Okaloosa-Walton	1	2	2	0	0	-1	-100%
Palm Beach	3	3	4	4	4	1	33%
Pasco-Hernando	2	2	2	2	2	0	0%
Pensacola	2	1	1	1	1	-1	-50%
Polk	1	1	1	1	1	0	0%
St. Johns	1	1	1	1	1	0	0%
St. Petersburg	2	6	7	9	7	5	250%
Santa Fe	2	2	2	2	3	1	50%
Seminole	0	3	2	3	4	4	NA
South Florida	0	0	0	0	0	0	NA
Tallahassee	2	2	2	2	2	0	0%
Valencia	2	2	3	3	3	1	50%
System Total →	**67**	**77**	**77**	**76**	**76**	**9**	**13%**

Source: EEO-6 Report
Key: NA - Entry for column two equals zero

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Number of Hispanic College Executive/Administrative/Managerial Employees

College	Fall 1995	Fall 1996	Fall 1997	Fall 1998	Fall 1999	# Change	% Change
Brevard	0	0	0	0	0	0	NA
Broward	0	1	2	4	4	4	NA
Central Florida	0	0	1	0	0	0	NA
Chipola	0	0	0	0	0	0	NA
Daytona Beach	0	0	0	0	0	0	NA
Edison	1	1	1	2	2	1	100%
FCCJ	0	0	0	0	0	0	NA
Florida Keys	0	0	0	0	0	0	NA
Gulf Coast	0	0	0	0	0	0	NA
Hillsborough	3	3	2	2	3	0	0%
Indian River	0	0	0	1	1	1	NA
Lake City	0	1	1	1	1	1	NA
Lake-Sumter	0	0	0	0	0	0	NA
Manatee	0	0	0	1	0	0	NA
Miami-Dade	15	16	21	25	27	12	80%
North Florida	0	0	0	0	0	0	NA
Okaloosa-Walton	0	0	0	0	0	0	NA
Palm Beach	0	0	0	0	1	1	NA
Pasco-Hernando	0	0	0	0	0	0	NA
Pensacola	1	1	1	1	1	0	0%
Polk	0	0	0	0	0	0	NA
St. Johns	0	0	0	0	0	0	NA
St. Petersburg	0	0	0	0	0	0	NA
Santa Fe	1	1	1	1	1	0	0%
Seminole	0	1	2	4	1	1	NA
South Florida	0	0	0	0	0	0	NA
Tallahassee	0	0	0	0	0	0	NA
Valencia	2	2	2	2	2	0	0%
System Total →	**23**	**27**	**34**	**44**	**44**	**21**	**91%**

Source: EEO-6 Report
Key: NA - Entry for column two equals zero

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Number of Other College Executive/Administrative/Managerial Employees

College	Fall 1995	Fall 1996	Fall 1997	Fall 1998	Fall 1999	# Change	% Change
Brevard	0	0	0	0	0	0	NA
Broward	0	1	1	1	0	0	NA
Central Florida	0	0	0	0	0	0	NA
Chipola	0	0	0	0	0	0	NA
Daytona Beach	0	0	0	0	0	0	NA
Edison	0	0	0	0	0	0	NA
FCCJ	0	0	0	0	1	1	NA
Florida Keys	0	0	0	0	0	0	NA
Gulf Coast	0	0	0	0	0	0	NA
Hillsborough	0	0	0	0	0	0	NA
Indian River	0	0	0	0	0	0	NA
Lake City	0	0	0	0	0	0	NA
Lake-Sumter	0	0	0	0	1	1	NA
Manatee	0	0	0	0	0	0	NA
Miami-Dade	0	0	0	0	1	1	NA
North Florida	0	0	0	0	0	0	NA
Okaloosa-Walton	0	0	0	0	0	0	NA
Palm Beach	0	0	0	0	0	0	NA
Pasco-Hernando	0	0	0	1	1	1	NA
Pensacola	0	0	0	0	1	1	NA
Polk	0	1	0	0	0	0	NA
St. Johns	0	0	0	0	0	0	NA
St. Petersburg	0	0	0	0	0	0	NA
Santa Fe	0	0	0	0	0	0	NA
Seminole	0	2	1	1	0	0	NA
South Florida	0	0	0	0	0	0	NA
Tallahassee	1	1	0	1	1	0	0%
Valencia	0	0	0	0	0	0	NA
System Total →	**1**	**5**	**2**	**4**	**6**	**5**	**500%**

Source: EEO 6 Report
Key: NA - Entry for column two equals zero

Number of White College Executive/Administrative/Managerial Employees

College	Fall 1995	Fall 1996	Fall 1997	Fall 1998	Fall 1999	# Change	% Change
Brevard	5	5	5	5	9	4	80%
Broward	32	60	59	56	57	25	78%
Central Florida	22	24	24	10	9	-13	-59%
Chipola	10	10	11	12	15	5	50%
Daytona Beach	7	7	8	5	7	0	0%
Edison	15	15	17	17	13	-2	-13%
FCCJ	30	30	27	30	42	12	40%
Florida Keys	4	4	6	6	5	1	25%
Gulf Coast	10	15	14	6	5	-5	-50%
Hillsborough	29	25	21	22	13	-16	-55%
Indian River	16	17	18	17	17	1	6%
Lake City	14	13	15	13	12	-2	-14%
Lake-Sumter	5	5	5	7	10	5	100%
Manatee	11	11	12	7	7	-4	-36%
Miami-Dade	49	47	63	57	62	13	27%
North Florida	2	1	1	1	1	-1	-50%
Okaloosa-Walton	10	12	11	11	12	2	20%
Palm Beach	20	20	23	20	22	2	10%
Pasco-Hernando	10	10	7	12	12	2	20%
Pensacola	15	13	14	12	12	-3	-20%
Polk	10	11	9	9	19	9	90%
St. Johns	13	11	11	13	14	1	8%
St. Petersburg	32	43	52	66	59	27	84%
Santa Fe	14	14	15	14	12	-2	-14%
Seminole	11	21	23	19	23	12	109%
South Florida	7	6	6	6	7	0	0%
Tallahassee	7	7	9	8	8	1	14%
Valencia	14	15	15	17	18	4	29%
System Total →	**424**	**472**	**501**	**478**	**502**	**78**	**18%**

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Source: EEO-6 Report

Number of Male College Executive/Administrative/Managerial Employees

College	Fall 1995	Fall 1996	Fall 1997	Fall 1998	Fall 1999	# Change	% Change
Brevard	5	5	5	6	8	3	60%
Broward	18	42	39	35	34	16	89%
Central Florida	15	16	14	7	6	-9	-60%
Chipola	6	7	8	7	8	2	33%
Daytona Beach	9	8	9	6	8	-1	-11%
Edison	10	11	11	12	10	0	0%
FCCJ	25	25	21	23	32	7	28%
Florida Keys	3	3	4	5	4	1	33%
Gulf Coast	5	8	9	3	3	-2	-40%
Hillsborough	26	23	17	17	12	-14	-54%
Indian River	12	12	13	13	13	1	8%
Lake City	9	10	12	11	9	0	0%
Lake-Sumter	3	3	3	3	7	4	133%
Manatee	7	7	8	6	4	-3	-43%
Miami-Dade	42	40	56	53	58	16	38%
North Florida	2	0	0	0	1	-1	-50%
Okaloosa-Walton	9	11	9	8	9	0	0%
Palm Beach	16	15	16	13	15	-1	-6%
Pasco-Hernando	7	8	6	8	8	1	14%
Pensacola	14	12	13	11	11	-3	-21%
Polk	7	8	7	8	13	6	86%
St. Johns	7	8	7	10	12	5	71%
St. Petersburg	18	24	26	39	34	16	89%
Santa Fe	11	9	8	8	7	-4	-36%
Seminole	6	9	12	9	13	7	117%
South Florida	4	4	4	4	5	1	25%
Tallahassee	6	5	5	4	4	-2	-33%
Valencia	11	14	14	16	16	5	45%
System Total →	**313**	**347**	**356**	**345**	**364**	**51**	**16%**

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Number of Female College Executive/Administrative/Managerial Employees

College	Fall 1995	Fall 1996	Fall 1997	Fall 1998	Fall 1999	# Change	% Change
Brevard	1	1	1	0	2	1	100%
Broward	17	26	32	35	35	18	106%
Central Florida	15	15	19	4	5	-10	-67%
Chipola	5	4	5	6	8	3	60%
Daytona Beach	1	2	2	1	2	1	100%
Edison	6	5	7	8	7	1	17%
FCCJ	15	16	14	16	19	4	27%
Florida Keys	1	1	2	1	1	0	0%
Gulf Coast	5	7	5	3	2	-3	-60%
Hillsborough	14	13	14	14	9	-5	-36%
Indian River	7	8	8	8	8	1	14%
Lake City	6	4	4	3	4	-2	-33%
Lake-Sumter	2	2	2	4	4	2	100%
Manatee	5	5	5	3	3	-2	-40%
Miami-Dade	32	33	44	42	46	14	44%
North Florida	0	1	1	1	1	1	NA
Okaloosa-Walton	2	3	4	3	3	1	50%
Palm Beach	7	8	11	11	12	5	71%
Pasco-Hernando	5	4	3	7	7	2	40%
Pensacola	4	3	3	3	4	0	0%
Polk	4	5	3	2	7	3	75%
St. Johns	7	4	5	4	3	-4	-57%
St. Petersburg	16	26	33	36	32	16	100%
Santa Fe	6	8	10	9	9	3	50%
Seminole	5	18	16	18	15	10	200%
South Florida	3	2	2	2	2	-1	-33%
Tallahassee	4	5	6	7	7	3	75%
Valencia	7	5	6	6	8	1	14%
System Total →	**202**	**234**	**267**	**257**	**265**	**63**	**31%**

Source: EEO-6 Report

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Number of Total College Executive/Administrative/Managerial Employees

College	Fall 1995	Fall 1996	Fall 1997	Fall 1998	Fall 1999	# Change	% Change
Brevard	6	6	6	6	10	4	67%
Broward	35	68	71	70	69	34	97%
Central Florida	28	31	33	11	11	-17	-61%
Chipola	11	11	13	13	16	5	45%
Daytona Beach	10	11	13	7	12	2	20%
Edison	16	16	18	20	17	1	6%
FCCJ	40	41	35	39	51	11	28%
Florida Keys	4	4	6	6	5	1	25%
Gulf Coast	10	15	14	6	5	-5	-50%
Hillsborough	40	36	31	31	21	-19	-48%
Indian River	19	20	21	21	21	2	11%
Lake City	15	14	16	14	13	-2	-13%
Lake-Sumter	5	5	5	7	11	6	120%
Manatee	12	12	13	9	8	-4	-33%
Miami-Dade	74	73	100	95	104	30	41%
North Florida	2	1	1	1	2	0	0%
Okaloosa-Walton	11	14	13	11	12	1	9%
Palm Beach	23	23	27	24	27	4	17%
Pasco-Hernando	12	12	9	15	15	3	25%
Pensacola	18	15	16	14	15	-3	-17%
Polk	11	13	10	10	20	9	82%
St. Johns	14	12	12	14	15	1	7%
St. Petersburg	34	50	59	75	66	32	94%
Santa Fe	17	17	18	17	16	-1	-6%
Seminole	11	27	28	27	28	17	155%
South Florida	7	6	6	6	7	0	0%
Tallahassee	10	10	11	11	11	1	10%
Valencia	18	19	20	22	23	5	28%
System Total →	**513**	**582**	**625**	**602**	**631**	**118**	**23%**

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Source: EEO 6 Report

Produced by the Office of Educational Services and Research, Division of Community Colleges
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